

Promise Community Development Inc

Executive Director / CEO

EIN 473479209
 KY · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tara Mattingly, Executive Director / CEO** (\$51,037) against **every comparable organization** that fit the selection criteria — **1060** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

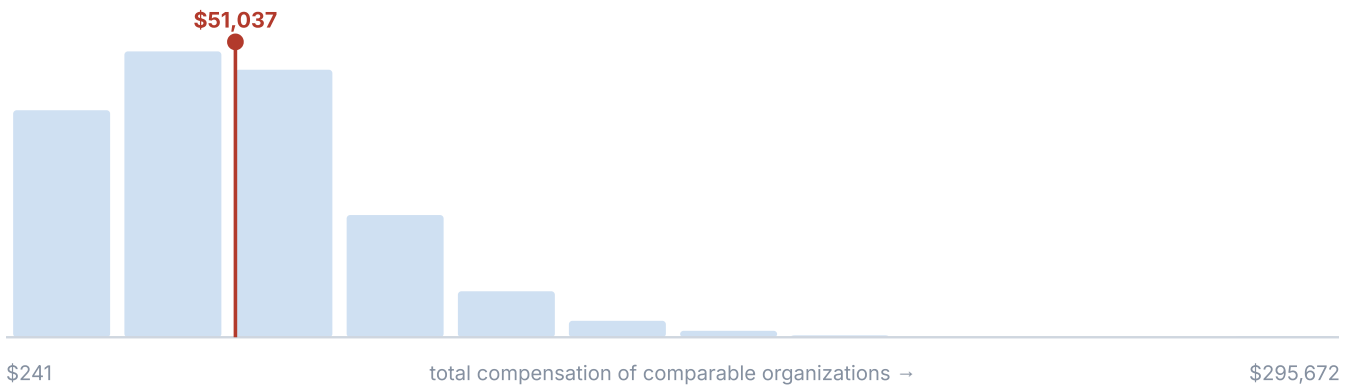
Benchmarked executive: Tara Mattingly — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$221,814 and \$496,599 — 0.67x to 1.50x the subject's \$331,066 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,060 organizations qualified on sector, size, and geography → **1,060** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,680	\$26,597	\$47,475	\$68,315	\$88,411	\$51,037
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to KY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forensic Nursing Network Inc	OH	\$331,431	Executive Director/treasurer	\$74,544	\$71,380	2024
Family Connection Of Warren County Inc	GA	\$331,479	Executive Director	\$76,232	\$69,298	2024
Faith House Academy & Early Learning Center	OH	\$331,543	Pastor/ceo	\$23,035	\$22,709	2023
Innermission Inc	IN	\$330,274	Executive/director	\$30,059	\$29,505	2023
Father Bill Atkinson Center	PA	\$329,726	Program Manager	\$33,852	\$30,520	2024
Gaston Residential Development Inc	NC	\$329,537	President	\$19,201	\$17,474	2025
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$89,754	2024
Serve Ethiopians Washington	WA	\$332,658	Executive Director	\$92,480	\$74,856	2024
Cornerstone Of Grace	WI	\$329,196	Director	\$63,592	\$61,816	2023
Warriors For Freedom	OK	\$332,963	Executive Di	\$62,500	\$62,220	2024
Camberwell Grief Sanctuary	KY	\$329,140	Executive Director	\$59,893	\$59,893	2023
Mi Work Matters	MI	\$329,101	Executive Di	\$68,077	\$63,527	2024
All 4 Upg Inc	FL	\$333,205	President Ceo	\$48,000	\$40,767	2024
Cancer Journeys Foundation	CA	\$328,870	Chairman	\$365	\$285	2024
Brown Girl Wellness Incorporated	MD	\$333,317	Director	\$12,000	\$10,143	2024
Sanctuary Community Action	OH	\$333,467	Executive Director	\$19,760	\$18,921	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Share Fund Inc	NH	\$333,713	Executive Director	\$44,200	\$37,988	2023
Rebuilding Together Charleston Inc	WV	\$333,737	Executive Director	\$44,525	\$43,585	2024
Brave Communities	TX	\$333,912	Executive Director	\$78,333	\$72,934	2023
Yolo Healthy Aging Alliance	CA	\$328,066	Executive Director	\$29,423	\$23,648	2023
One Challenge Usa	CO	\$327,988	Executive Director	\$8,466	\$7,339	2024
Nursing Heart Inc	MN	\$334,147	Executive Director	\$70,000	\$62,533	2024
Litarts Ri	RI	\$327,897	Program Director	\$73,999	\$64,150	2024
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$56,724	2024
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,282	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to KY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT	1060 organizations. Compensation range \$241–\$295,672; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$331,066); for reference, expenses \$381,749 and assets \$65,576.
ROLE MATCH	Tara Mattingly, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	52 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Tara Mattingly) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 1060 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,037 is reasonable (approximately the 55th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.